



# ***Uniform Funding and Management (UFM)***

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## ***Overview***



# ***TOWN HALL MEETING INFORMATION BRIEFING***

## **Purpose:**

**To provide information on UFM and the Army's Implementation Plan.**



# Uniform Funding and Management (UFM)

## Overview



### What is UFM?

- **UFM is the merging of appropriated funds (APF) and nonappropriated funds (NAF) for the purpose of providing morale, welfare, and recreation (MWR) services under the NAF set of rules and procedures in order to facilitate:**
  - Procurement of property and services for MWR.
  - Management of employees to provide the programs.
  - Financial reporting and management.
- **UFM is an Army-wide MWR initiative that complements s**



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# **Uniform Funding and Management (UFM)**

## **Overview**



### **What is UFM? (cont'd)**

- **There are no forced conversions of APF personnel under UFM.**
- **Exclusions: Army Community Services (ACS), Army Lodging, and other Supplemental Mission programs (i.e., museum funds) since these are not defined as military MWR per DoDI 1015.15.**
- **UFM does not increase or decrease funding. It is an alternative means of execution.**



# Uniform Funding and Management (UFM)



## Overview



### Enabling Legislation:

- Enabling Legislation is included in Section 323 of the “Bob Stump National Defense Authorization Act for Fiscal Year 2003.”
- Legislation states:
  - Under regulations prescribed by Secretary of Defense, funds appropriated to DoD and available for MWR:
    - May be treated as NAF and expended in accordance with laws applicable to NAF.
      - APF shall be considered NAF for all purposes and remain available until expended.
  - Conditions:
    - UFM is available only if a MWR program is authorized to receive APF support and only in amounts and for the purpose the MWR program is authorized to receive the funds.



# Uniform Funding and Management (UFM)

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### Enabling Legislation: (cont'd)

- Conditions (cont'd):
  - Conversion of employment positions:
    - Secretary of Defense identifies positions of employees in MWR who are paid with APF whose status may be converted to status of NAF employee:
      - With consent of employee, status may convert.
      - If employee does not consent, employee may not be removed because of failure to provide consent.
      - Conversion will be without break in service.
      - Conversion shall not entitle employee to severance pay, back pay, or separation pay under Subchapter IX of Chapter 55 of Title 5.
      - Conversion will not be considered an involuntary separation or other adverse personnel action entitling an employee to any right to benefit under such title or any other provision of law or regulation.



# Uniform Funding and Management (UFM)

## Overview



### Why UFM?

- **As practical as possible in the Army, reduce the number of different processes used to support MWR.**
  - Create single financial planning and reporting tool.
  - Build streamlined procurement and personnel support systems.
- **Expedite the execution of APF support of MWR.**
  - UFM upfront APF to NAF transfer procedures get resources to MWR operations faster than traditional Garrison APF direct obligations or MWR utilization, support, and accountability (USA) process.



# **Uniform Funding and Management (UFM)**



## **Overview**



### **How does UFM work?**

- **The Deputy Assistant Secretary of the Army (Financial Operations), in coordination with the Army General Counsel and Under Secretary of Defense (Comptroller), has interpreted the public law to allow for the:**
  - **Immediate obligation, accrual, expense and disbursement of APF prior to goods or services being acquired by the NAF system.**
  - **Transfer of APF to NAF to be based on an established memorandum of agreement (MOA) between NAF Instrumentalities and Army Resource Managers.**
- **The Defense Finance and Accounting Service - Indianapolis (DFAS-IN) acknowledges the interpretation and worked with IMA and CFSC on detailed instructions.**



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### How does UFM work? (cont'd)

- **MOA between Government and NAF Instrumentality serves as basis for transferring APF to NAF.**
  - Outlines MWR requirements and funding.
  - Payment schedule.
  - Purpose for which funds are to be used.
- **Government creates upfront obligation, accrual, expense and disbursement of APF to the NAF Instrumentality based on MOA payment schedule.**
- **Once transfer occurs, NAF management and accounting systems are responsible for tracking and reporting use of dollars.**
- **Once UFM is implemented, the MWR utilization, support, and accountability (USA) process will be curtailed.**





# Uniform Funding and Management (UFM)

## Overview



### When and where will UFM be implemented?

- **Four Phases:**

#### PHASE I

- Planning for UFM

#### PHASE II

- Fort Campbell, KY
- White Sands Missiles Range, NM
- Fort Drum, NY
- U.S. Army Garrison-Michigan (Selfridge)
- CFSC

#### PHASE III

- Implement at all U.S. Garrisons
- Implement at overseas pilot sites

#### PHASE IV

- Implement at remaining overseas sites

- **FY 03/04 - Develop and coordinate best ideas.**

- **Pilot Sites operate under UFM.**

- **Share lessons through workshops.**

- **AAA, IMA, CFSC oversee pilot phase and help Army prepare for FY 06.**

- **Operate under UFM in FY 06.**

- **Operate under UFM in FY 07.**



# Uniform Funding and Management (UFM)

## Overview



### Who is managing the Army's Implementation Plan?

- **Lead: Sponsor - CFSC Chief Financial Management Officer, Chief, Financial Plans and Programs Office.** **Project Manager -**
  - **Functional Teams established to oversee Pilot Sites and Army-wide implementation. Functional Teams are staffed with subject matter experts from CFSC, IMA, Army Staff, Secretariat:**
    - **Finance (CFSC-FM Lead).**
    - **Human Resources (CFSC-HR Lead).**
    - **Procurement (CFSC-NC Lead).**
  - **U.S. Army Audit Agency has agreed to provide assistance to teams in analyzing Pilot Site evaluation results, beginning in May 05.**
  - **Project manager routinely briefs CFSC, IMA and MWR Working Group on status of Plan.**



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### **Topics covered in the MWR UFM Employee Information Guide:**

- **Portability:** How does an employee move between the APF and NAF system?
- **Benefits:** How does the NAF benefit package compare to the APF package?
- **Position Conversion:** Are APF employees forced to convert?
- **OCONUS Positions:** What if I am in a position overseas?
- **Career Development:** How does the MWR Referral Program operate?
- **Funding:** What about funding for training?



# **Uniform Funding and Management (UFM)**



## **Overview**



### **What are the potential effects of UFM?**

- **Reduce number of processes supporting MWR.**
- **Provide procurement, Human Resources, and Financial Management tools that are more responsive to management's needs.**
- **Accelerate execution of APF support through upfront transfers of APF to NAF.**
- **Reduce Garrison work load for Resource Managers, Civilian Personnel Advisory Center, and Director of Contracting.**
- **Develop a standard, automated means of tracking the MWR workforce.**



# **Uniform Funding and Management (UFM)**

## **Overview**



### **In Summary:**

- **UFM provides opportunity to improve support to MWR operations.**
- **Conversion to NAF is an individual decision and can not be forced by management.**
- **To enhance your successful career in MWR, an all NAF workforce under UFM is the future.**
- **POC for UFM is: Installations: (list name and phone number of the local CPAC)**